



DEPARTMENT OF THE NAVY

BOARD FOR CORRECTION OF NAVAL RECORDS

701 S. COURTHOUSE RD

ARLINGTON, VA 22204

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Docket No. 5558-25
Ref: Signature Date

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Dear █,

This is in reference to your application for correction of your naval record pursuant to Section 1552 of Title 10, United States Code. After careful and conscientious consideration of relevant portions of your naval record and your application, the Board for Correction of Naval Records (Board) found the evidence submitted insufficient to establish the existence of probable material error or injustice. Consequently, your application has been denied.

A three-member panel of the Board, sitting in executive session, considered your application on 4 March 2026. The names and votes of the members of the panel will be furnished upon request. Your allegations of error and injustice were reviewed in accordance with administrative regulations and procedures applicable to the proceedings of this Board. Documentary material considered by the Board consisted of your application, together with all material submitted in support thereof, relevant portions of your naval record and applicable statutes, regulations and policies, as well as the 15 May 2025 decision by Headquarters, U.S. Marine Corps (HQMC), Performance Evaluation Review Board (PERB), the 28 March 2025 Advisory Opinion (AO) provided to the PERB by HQMC, Performance Evaluation Section (MMPB-23), and your emailed rebuttal response of 16 May 2025.

The Board carefully considered your request to remove the fitness report for the reporting period 1 October 2011 to 30 September 2012 because you contend the Reporting Senior (RS) never gave you a marking above "B" – regardless of your accomplishments – during the three-year period he evaluated you. You further contend the reports written before and after he became your RS make "it evident that his marks are clearly unjust and not a valid/accurate representation of [your] performance during the reporting period." Additionally, you contend the RS's markings have "unjustifiably skewed" your Master Brief Sheet (MBS) marks "resulting in potentially making [you] appear to be less competitive than other Marines during Promotion Selection Boards." In support of your contentions, you submitted two comparison fitness reports and your MBS as of 19 March 2025.

The Board, however, determined the fitness report was valid as written and filed, in accordance with the applicable Performance Evaluation System Manual. The Board, concurring with the AO, noted that marking philosophies are unique to each reporting official, making direct comparisons across reports from different reporting officials irrelevant. Therefore, the Board

substantially concurred that your petition does not present evidence demonstrating that your performance warranted higher marks than those received. Based on the available evidence, the Board concluded there is insufficient evidence of an error or injustice warranting removal of the fitness report. Accordingly, given the totality of the circumstances, the Board determined your request does not merit relief.

In the absence of sufficient new evidence for reconsideration, the decision of the Board is final, and your only recourse would be to seek relief, at no cost to the Board, from a court of appropriate jurisdiction.

Sincerely,

3/13/2026

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Deputy Director

Signed by: █